



AFSC Director and Executive Compensation Report

For the calendar year ending December 31, 2025

The Internal Revenue Service (IRS) has classified the American Friends Service Committee (AFSC) as a church organization and thus exempt from having to file a Form 990. This represents significant cost savings but it also means that we need to use other methods to demonstrate our financial transparency.

AFSC employs an external accounting firm to audit the AFSC's books and report directly to the Board of Directors Audit Committee. The most recent audit may be downloaded from the AFSC's website: www.afsc.org/reports-financials.

The audit does not include detailed information on compensation as is provided in the 990's Part VII or in Schedule J. This report is designed to provide that information. It is based on the same criteria as the 990 to facilitate comparisons with other organizations, but it differs in that we are providing information for the last calendar year. The 990 requires information for the calendar year that ended during the most recently completed fiscal year, which in this case would be the year from January 1, 2025 to December 31, 2025. The report includes 9 months of the most recent completed fiscal year and three months of the current fiscal year, due to timing differences between the IRS-990 and the AFSC fiscal calendar. The reporting process was modified in FY2023 to align more closely with the Form 990 guidelines available on the IRS.Gov website.

In addition, the 990 requires that all directors be listed whether compensated or not. AFSC does not compensate any directors, except for the General Secretary, who serves as an ex officio director. In the interests of space, the uncompensated directors are not listed here. A complete list of directors is available on our website at www.afsc.org/our-team.

Position Title	Earnings	403b Match	Other Benefits	Total
General Secretary	\$ 238,805.15	\$ 4,721	\$ 27,513	\$ 271,039
Deputy General Secretary	\$ 206,680.27	\$ 4,111	\$ 29,269	\$ 240,060
AGS - Advancement	\$ 205,402.05	\$ 4,102	\$ 29,012	\$ 238,516
AGS - International Programs	\$ 171,100.85	\$ 3,371	\$ 27,441	\$ 201,913
Chief HR Officer	\$ 193,114.42	\$ 3,860	\$ 598	\$ 197,573
AGS - US Programs	\$ 165,022.92	\$ 3,293	\$ 22,854	\$ 191,170
AGS - Global Cohesion	\$ 169,311.16	\$ 3,344	\$ 14,792	\$ 187,447
Director, Global Policy & Strategy	\$ 143,043.88	\$ 2,858	\$ 17,154	\$ 163,056
Sr Director, Grants & Special Projects	\$ 135,844.36	\$ 2,691	\$ 21,723	\$ 160,259
Director, QUNO	\$ 144,243.88	\$ 2,858	\$ 11,639	\$ 158,741
Director, IT	\$ 133,600.17	\$ 2,671	\$ 22,384	\$ 158,655
Director, Strategy, Learning & Impact	\$ 132,161.00	\$ 2,639	\$ 14,777	\$ 149,576